# **EXHIBIT B**

		PERSON FILING CHARGE
l —		7
		1
		Abel I. Sosa Canas
Director of Huma	n Resources	THIS PERSON (check one or both)
MARITIME AUTO		X Claims To Be Aggrieved
2473 Solomons Is		Is Filing on Behalf of Other(s)
Edgewater, MD 2	1037	
L	· · · · · · · · · · · · · · · · · · ·	EEOC CHARGE NO.
		531-2014-00418C
	NOTICE OF CHARGE OF DISC (See the enclosed for additional in	
This is notice that a cha	arge of employment discrimination has been filed aga	nst your organization under:
	il Rights Act (Title VII) The Equal Pay Act (EPA)	
The Age Discrimit	nation in Employment Act (ADEA)	etic Information Nondiscrimination Act (GINA)
The boxes checked below	apply to our handling of this charge:	
No action is required	by you at this time.	
2. Please call the EEO	C Representative listed below concerning the further handling	on of this charge
7	o representative indicate serior many the farmer maner	g C. the charge.
documentation to the	5-APR-14 a statement of your position on the issues covered EEOC Representative listed below. Your response will be to this request will make it easier to conclude our investigation.	placed in the file and considered as we investigate the charge
Please respond fully response will be placed conclude our investigation.	by to the enclosed request for information and send your reced in the file and considered as we investigate the charge. gation.	esponse to the EEOC Representative listed below. Your A prompt response to this request will make it easier to
expenditure of resou to Samantha	ion program that gives parties an opportunity to resolve the irces. If you would like to participate, please say so on the east watts, ADR Staff Mediator, at (410) 209-275 to try Mediation, you must respond to any request(s) made	nclosed form and respond by 08-APR-14
	matter, please use the charge number shown above. Your	osition statement, your response to our request for information
1	atia II Taulas	F1-11-075
		ore Field Office ith Howard St
	OC Representative 3rd Flo	
	Baltim	ore, MD 21201
Telephone (4°		110) 209-2221
Enclosure(s): Co	py of Charge	
CIRCUMSTANCES OF ALLE	GED DISCRIMINATION	William Committee of the Committee of th
Race Color	Sex Religion X National Origin Age	Disability X Retaliation Genetic Information Other
See enclosed copy of charge of discrimination.		
Date	Name / Title of Authorized Official	Signature
	Rosemarie Rhodes,	Manager Angelo
March 25, 2014	Director	Ja pu

Economic (Trice)			
CHARGE OF DISCRIMINATION	Charge	Presented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		FEPA	
Statement and other information before completing this form.	X	EEOC	531-2014-00418
Maryland Commission	n on Civil Ri	ahts	and EEOC
State or local Age		9110	470 2200
Name (indicate Mr., Ms., Mrs.)		Home Phone (Incl. Area	Code) Date of Birth
Mr. Abel I. Canas			
Street Address City, State	and ZIP Code		
Named is the Employer, Labor Organization, Employment Agency, Apprenticesh	nin Committee or S	state or Local Governme	nt Agency That I Believe
Discriminated Against Me or Others. (If more than two, list under PARTICULAR	S below.)	reate or Local Governme	Tragelley That I believe
Name		No. Employees, Members	Phone No. (Include Area Code)
MARITIME AUTOWASH, INC.		15 - 100	(443) 254-5450
Street Address City, State	and ZIP Code		
2473 Solomons Island Road, Edgewater, MD 21037			
\$15. TO \$33			
Name		No. Employees, Members	Phone No. (Include Area Code)
197			
Street Address City, State	and ZIP Code		
DISCRIMINATION BASED ON (Check appropriate box(es).)		DATE(S) DISCR Earliest	IMINATION TOOK PLACE Latest
RACE COLOR SEX RELIGION X	NATIONAL ORIGI		
	_		07-21-2015
X RETALIATION AGE DISABILITY GENETIC INFORMATION			
OTHER (Specify)			CONTINUING ACTION
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):  1. I began my employment with the above named Re	espondent on	March 20, 2006	My most recent
position was as a Detailer. From the beginning of			,
and conditions of employment than my younger, n			
in April 2012, when Kyle Decker became the Gene			
Examples include but not limited to working longer		norter breaks, not	having proper
equipment, assigned additional duties, and paid le	ess wages.		
Furthermore, I was denied promotional opportuniti	ies I trained i	new vounder non	Hisnanic employees
on the requirements of the job and shortly after the			riispanic employees
I also was being subjected to harassment which c			
attempted to complain to management, I was thre			
Management used profanity while speaking to me	. They used v	vords such as fuc	k you and called me
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will	NOTARY - When r	necessary for State and Loca	al Agency Requirements
cooperate fully with them in the processing of my charge in accordance with their			
procedures.			ve charge and that it is true to
I declare under penalty of perjury that the above is true and correct.	SIGNATURE OF C	iowledge, information an OMPLAINANT	d belief.
	SUBSCRIBED AND	SWORN TO BEFORE ME	THIS DATE
02-04-20-14 Abel 15alas 505a	(month, day, year)	- The serion is the	
Date Charging Party Signature			

### Case 1:17-cv-02463-JKB Document 23-6 Filed 11/27/17 Page 4 of 43

EEOC Form 5 (11/09) CHARGE OF DISCRIMINATION Charge Presented To: Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act **FEPA** Statement and other information before completing this form. X **EEOC** 531-2014-00418 Maryland Commission on Civil Rights and EEOC State or local Agency, if any mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged. II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action. I believe I have been discriminated against because of my national origin, Hispanic when I was III. subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions. assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged IV. believe that Hispanics as a class have been discriminated against with respect to harassment. intimidation, hostile work environment, unequal terms and conditions of employment, assignment,

I want this charge filed with both the EEOC and the State or local Agency, if any, I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

Charging Party Signature

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

discipline, discharge, promotion, wages, and retaliation.

			PERSON FILING CHARGE	
		7		
'		'	Eddy N. Cervantes	
Director of Human Resources			THIS PERSON (check one or both)	
MARITIME AUTO 2473 Solomons Is			X Claims To Be Aggrieved	
Edgewater, MD 2			Cialitis 10 Be Aggineved	
Lagoriator, in L			Is Filing on Behalf of Other(s)	
		1	EEOC CHARGE NO.	
			531-2014-00417C	
	NOTICE OF CHAR (See the enclose	GE OF DISCRIM  d for additional informati		
This is notice that a cha	rge of employment discrimination has	been filed against yo	our organization under:	
X Title VII of the Civi	il Rights Act (Title VII) The Equ	ual Pay Act (EPA)	The Americans with Disabilities Act (ADA)	
The Age Discrimin	nation in Employment Act (ADEA)	The Genetic Inf	formation Nondiscrimination Act (GINA)	
	apply to our handling of this charge:			
No action is required	by you at this time.			
2. Please call the EEO	C Representative listed below concerning	the further handling of th	nis charge.	
documentation to the		r response will be placed	y this charge, with copies of any supporting d in the file and considered as we investigate the charge.	
response will be place	4. Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.			
	5. X EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by 08-APR-14			
	Watts, ADR Staff Mediator, at		by the data(s) specified there	
,	If you <u>DO NOT</u> wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.  For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information.			
or any inquiry you may have	ye should be directed to.			
	etla H. Taylor, isory Investigator		Field Office	
		10 South F	loward St	
	OC Representative	3rd Floor Baltimore,	MD 21201	
Telephone (41	10) 209-2231	Fax: (410)		
Enclosure(s): Co	py of Charge			
CIRCUMSTANCES OF ALLE	GED DISCRIMINATION			
Race Color	Sex Religion X National Origin	Age Disab	Illity X Retaliation Genetic Information Other	
See enclosed copy of	of charge of discrimination.			
	*			
			0 0	
Date	Name / Title of Authorized Official		Signature (A)	
	Rosemarie Rhodes,		Commence Grosson	
March 25, 2014	Director			





CHARGE OF DISCRIMINATION	Charge Pres	ented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	FEP	A	
Calcinett and Guar minormation busine completing this form	X EEC	C	531-2014-00417
Maryland Commissio	n on Civil Rights		and EEOC
State or local Age			
Name (indicate Mr., Ms., Mrs.)	Hom	e Phone (Incl. Area	Code) Date of Birth
Mr. Eddy V. Cervantes			
Street Address City, State	and ZIP Code		
Named is the Employer, Labor Organization, Employment Agency, Apprenticesh	in Committee or State o	r Local Governmen	nt Agency That I Relieve
Discriminated Against Me or Others. (If more than two, list under PARTICULARS		Local Covernmen	it Agency That I believe
Name	No. I	mployees, Members	Phone No. (Include Area Code)
MARITIME AUTOWASH, INC.		15 - 100	(443) 254-5450
73 (7)	and ZIP Code		
2473 Solomons Island Road, Edgewater, MD 21037			
	1		
Name	No. E	Employees, Members	Phone No. (include Area Code)
Street Address : City, State	and ZIP Code		
Catal Addition	and En Godo		
4 2			
DISCRIMINATION BASED ON (Check appropriate box(es).)			IMINATION TOOK PLACE
RACE COLOR SEX RELIGION X	NATIONAL ORIGIN	Earliest 04-14-20	Latest 07-27-2013
	NETIC INFORMATION	0.7.14.20	01-21-2010
OTHER (Specify)	THE TO IN ORMATION		CONTINUING ACTION
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<ol> <li>I began my employment with the above named Re</li> </ol>			
position was as a Driver. From the beginning of m			
and conditions of employment than my younger, n in April 2012, when Kyle Decker became the Gene			
but not limited to working longer hours with shorter			
additional duties, and paid less wages.			
Furthermore, I was denied promotional opportuniti	ies I trained new	vounder non	Hispania amployage
on the requirements of the job and shortly after the			i iispatiic employees
I also was being subjected to harassment which contact attempted to complain to management, I was threat			
Management used profanity while speaking to me.			
I want this charge filed with both the EEOC and the State or local Agency, if any, i	NOTARY - When necess		
will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their		., 10, 0,0,0 0,10 200	arrigoroy requirements
procedures.	I swear or affirm that I	have read the above	ve charge and that it is true to
I declare under penalty of perjury that the above is true and correct.	the best of my knowled SIGNATURE OF COMPL	ge, information an	
02-04-2014	SUBSCRIBED AND SWO (month, day, year)	RN TO BEFORE ME	THIS DATE
Date Charging Party Signature	-7,7-97		

#### Charge Presented To: CHARGE OF DISCRIMINATION Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act FEPA Statement and other information before completing this form. EEOC 531-2014-00417 Maryland Commission on Civil Rights and EEOC State or local Agency, if any mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged. Respondent did not address my concerns nor provided me with a reasonable explanation for the 11. above action. 111. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged. IV. I believe that Hispanics as a class have been discriminated against with respect to harassment,

intimidation, hostile work environment, unequal terms and conditions of employment, assignment,

discipline, discharge, promotion, wages, and retaliation.

Charging Party Signature

Date

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their	NOTARY – When necessary for State and Local Agency Requirements		
procedures.  I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.  SIGNATURE OF COMPLAINANT		
02-04-2014	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)		

U.S. Equal Employment Opportunity Commission EEOC FORM 131 (11/09) PERSON FILING CHARGE Jose Luis Dominguez **Director of Human Resources** THIS PERSON (check one or both) MARITIME AUTOWASH, INC. Claims To Be Aggrieved 2473 Solomons Island Road Edgewater, MD 21037 Is Filing on Behalf of Other(s) EEOC CHARGE NO. 531-2014-00412C NOTICE OF CHARGE OF DISCRIMINATION (See the enclosed for additional information) This is notice that a charge of employment discrimination has been filed against your organization under: Title VII of the Civil Rights Act (Title VII) The Equal Pay Act (EPA) The Americans with Disabilities Act (ADA) The Age Discrimination in Employment Act (ADEA) The Genetic Information Nondiscrimination Act (GINA) The boxes checked below apply to our handling of this charge: No action is required by you at this time. 2. Please call the EEOC Representative listed below concerning the further handling of this charge. Please provide by 03-MAY-14 a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation. Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation. EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by 17-APR-14 Samantha Watts, ADR Staff Mediator, at (410) 209-2753 If you DO NOT wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there. For further Inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to: Letetia H. Taylor, **Baltimore Field Office** Supervisory Investigator 10 South Howard St 3rd Floor **EEOC Representative** Baltimore, MD 21201 (410) 209-2231 Telephone Fax: (410) 209-2221 Copy of Charge Enclosure(s): CIRCUMSTANCES OF ALLEGED DISCRIMINATION Religion X National Origin Other Sex Retaliation Genetic Information See enclosed copy of charge of discrimination.

Date Name / Title of Authorized Official

Rosemarie Rhodes,

April 3, 2014 Director

EEOC Form 5 (11/09) CHARGE OF DISCRIMINATION Charge Presented To: Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act **FFPA** Statement and other information before completing this form. **EEOC** 531-2014-00412 Maryland Commission on Civil Rights and EEOC State or local Agency, if any Name (indicate Mr., Ms., Mrs.) Home Phone (Incl. Area Code) Date of Birth Mr. Jose Luis Dominguez City, State and ZIP Code Street Address Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.) Phone No. (Include Area Code) No. Employees, Members MARITIME AUTOWASH, INC. 15 - 100 (443) 254-5450 City. State and ZIP Code 2473 Solomons Island Road, Edgewater, MD 21037 Name No. Employees, Members Phone No. (Include Area Code) Street Address City, State and ZIP Code DISCRIMINATION BASED ON (Check appropriate box(es).) DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest COLOR ΧI RACE RELIGION NATIONAL ORIGIN 06-06-2012 07-27-2013 DISABILITY X RETALIATION GENETIC INFORMATION OTHER (Specify) CONTINUING ACTION THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I began my employment with the above named Respondent in February 2007 as an Auto Vacuum Cleaner. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became worse. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages. Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted. I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management also used profanity while speaking to me. They would use language such as fuck you NOTARY - When necessary for State and Local Agency Requirements I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures I swear or affirm that I have read the above charge and that it is true to I declare under penalty of perjury that the above is true and correct. the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE 02-04-2014 (month, day, year) Date Charging Party Signature

#### CHARGE OF DISCRIMINATION Charge Presented To: Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act **FEPA** Statement and other information before completing this form. X **EEOC** 531-2014-00412 Maryland Commission on Civil Rights and EEOC State or local Agency, if any and called me mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to Office Manager Cail (LNU), but he told me he couldn't speak to me and Mr. Wooldridge wouldn't listen to me. On July 27, 2013, I attempted to complain to Mr. Decker, but instead I was discharged. In November 2013, I had no choice but to return to work, but my working conditions have not changed. 11. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action. I believe I have been discriminated against because of my national origin, Hispanic when I was 111. subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions. assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged. IV. I believe that Hispanics as a class have been discriminated against with respect to harassment. intimidation, hostile work environment, unequal terms and conditions of employment, assignment,

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their

I declare under penalty of perjury that the above is true and correct.

02-04-2014

Date

Charging Party Signature

discipline, discharge, promotion, wages, and retaliation.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

		1	PERSON FILING CHARGE
Director of Huma	n Deceuree		Elmer Escalaute
MARITIME AUTO		7	THIS PERSON (check one or both)
2473 Solomons I			X Claims To Be Aggrieved
Edgewater, MD 2	1037	1 650	
			Is Filing on Behalf of Other(s)
		[	EEOC CHARGE NO.
			531-2013-02215C
	NOTICE OF CHARGE (See the enclosed for		
This is notice that a cha	arge of employment discrimination has bee	en filed against you	r organization under:
		ay Act (EPA)	The Americans with Disabilities Act (ADA)
The Age Discrimi	nation in Employment Act (ADEA)	The Genetic Infor	rmation Nondiscrimination Act (GINA)
The boxes checked below	apply to our handling of this charge:		
	d by you at this time.		
2. Please call the EEO	C Representative listed below concerning the fo	uther handling of this	charge
	To representative listed select delicerting the in	artifor rialiding of this	oneigo.
documentation to th	25-APR-14 a statement of your position on the e EEOC Representative listed below. Your respect to this request will make it easier to conclude out.	ponse will be placed i	his charge, with copies of any supporting in the file and considered as we investigate the charge.
	ced in the file and considered as we investigate		to the EEOC Representative listed below. Your of response to this request will make it easier to
expenditure of resort to Samantha	tion program that gives parties an opportunity to urces. If you would like to participate, please sa a Watts, ADR Staff Mediator, at (41 to try Mediation, you must respond to any requ	y so on the enclosed 0) 209-2753	form and respond by 08-APR-14
For further inquiry on this or any inquiry you may ha		bove. Your position s	statement, your response to our request for information,
Lei	tetia H. Taylor,	Baltimore Fi	ield Office
	visory Investigator	10 South Ho	
EE	OC Representative	3rd Floor	mara or
Telephone (4	10) 200 2221	Baltimore, M	MD 21201
releptione (4	10) 209-2231	Fax: (410) 20	09-2221
Enclosure(s): Co	ppy of Charge		
CIRCUMSTANCES OF ALLE	GED DISCRIMINATION		
Race Color	Sex Religion X National Origin	Age Disabilit	y X Retaliation Genetic Information Other
	of charge of discrimination.	] ""	, [7]
oue enclosed copy (	or charge of discrimination.		
6.1			
	F		
Date	Name / Title of Authorized Official		Signature
	Rosemarie Rhodes,		32000
March 25, 2014	Director		1





CHARGE OF DISCRIMINATION	Charge	Presented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act		FEPA	
Statement and other information before completing this form.	X	EEOC	531-2013-02215
Maryland Commission	n on Civil Ri	ghts	and EEOC
State or local Age	ency, if any		
Name (indicate Mr., Ms., Mrs.)		Home Phone (Incl. Area	Code) Date of Birth
Elmer Escalante	and 710 Onto		
Street Address City, State	and ZIP Code		
Named is the Employer, Labor Organization, Employment Agency, Apprenticesh Discriminated Against Me or Others. (If more than two, list under PARTICULAR	nip Committee, or S	State or Local Governme	nt Agency That I Believe
Name		Na. Employees, Members	Phone No. (Include Area Code)
MARITIME AUTOWASH, INC.		15 - 100	(443) 254-5450
	and ZIP Code		
2473 Solomons Island Road, Edgewater, MD 21037			
50 · 0.			
Name		No, Employees, Members	Phone No. (Include Area Code)
Street Address City, State	and ZIP Code		
Street Address	and zir code		
DISCRIMINATION BASED ON (Check appropriate box(es).)			IMINATION TOOK PLACE
RACE COLOR SEX RELIGION X NATIONAL ORIGIN 05-01-2012 07-27-201			
	LI ENETIC INFORMATION		
		CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
I began my employment with the above named Re	•		
From the beginning of my employment I was subject than my younger, non Hispanic cowo	A CONTRACTOR OF THE PROPERTY OF	Company of the Compan	And the second s
when Kyle Decker became the General Manager			
but not limited to working longer hours with shorte			
additional duties, and paid less wages.			
Furthermore, I was denied promotional opportunit	ies. I trained	new younger non	Hispanic employees
on the requirements of the job and shortly after the	ey would be p	promoted.	
I also was being subjected to harassment which c	rooted a heet	ilo work onvironme	ant Anutime I
attempted to complain to management, I was thre			
Management used profanity while speaking to me			
I want this charge filed with both the EEOC and the State or local Agency, if any.	NOTARY - When	necessary for State and Loc	al Agency Requirements
will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their			
I swear or affirm that I have read the above charge and that it is the best of my knowledge, information and belief.  SIGNATURE OF COMPLAINANT			
		ia bellet.	
2/14 liste /			
02/04/2014	SUBSCRIBED AN	D SWORN TO BEFORE ME	THIS DATE
	(month, day, year)		
Date Charging Party Signature			





	CHARGE OF DISCRIMINATION	Charge Presented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		FEPA X EEOC	531-2013-02215
	Maryland Commission on		and EEOC
	mother fucker. This was not an uncommon occurrence. my scheduled time off and threatened with discharge. In Manager Kyle Decker, but he did not address my conce to Manager Chris Dogson, but he explained that he did Afterwards, I attempted to speak with Mr. Decker and or discharged.	I have also been rep January 2013, I comp rns. On July 27, 2013 not have the authority	plained to General , I initially complained to do anything.
II.	Respondent did not address my concerns nor provided above action.	me with a reasonable	explanation for the
III.	I believe I have been discriminated against because of a subjected to harassment, intimidation, and a hostile wor assignment, discipline, promotion, wages and in retaliate violation of Title VII of the Civil Rights Act of 1964, as an	k environment, unequi ed for having engaging	al terms and conditions, g in protected activity, in
IV.	I believe that Hispanics as a class have been discrimina intimidation, hostile work environment, unequal terms at discipline, discharge, promotion, wages, and retaliation.	nd conditions of emplo	
(57			

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their	NOTARY – When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
-19/9/	SIGNATURE OF COMPLAINANT
02/04/2014	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)
Date Charging Party Signature	

			PERSON FILING CHARGE
- *		-	, Endour lento di vitto
D:	and the second second second second		Merceo Espinosa-diaz
Director of Huma MARITIME AUTO			THIS PERSON (check one or both)
2473 Solomons Is			X Claims To Be Aggrieved
Edgewater, MD 2			
			Is Filing on Behalf of Other(s)
			EEOC CHARGE NO.
			531-2014-00419C
	NOTICE OF CHAR (See the enclose	GE OF DISCRING for additional informa	
This is notice that a cha	arge of employment discrimination has	s been filed against v	your organization under:
		ual Pay Act (EPA)	The Americans with Disabilities Act (ADA)
X The Age Discrimin	nation in Employment Act (ADEA)	The Genetic Ir	nformation Nondiscrimination Act (GINA)
The boxes checked below	apply to our handling of this charge:		
1. No action is required	The state of the s		
Please call the EEO	C Representative listed below concerning	the further handling of	this charge.
3. X Please provide by 2	5-APR-14 a statement of your position	on the issues covered h	by this charge, with copies of any supporting
documentation to the		r response will be place	ed in the file and considered as we investigate the charge.
4. Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.			
5. X EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or			
expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by 08-APR-14			
	Watts, ADR Staff Mediator, at		
If you <u>DO NOT</u> wish	to try Mediation, you must respond to any	request(s) made above	e by the date(s) specified there.
For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:			
	etia H. Taylor,	Baltimore	Field Office
Superv	isory Investigator	10 South	Howard St
EEC	OC Representative	3rd Floor	
Telephone (4°	10) 209-2231		, MD 21201
		Fax: (410)	209-2221
Enclosure(s): Co	py of Charge		
CIRCUMSTANCES OF ALLE	GED DISCRIMINATION		
Race Color	Sex Religion X National Origin	X Age Disa	bility X Retaliation Genetic Information Other
See enclosed copy of charge of discrimination.			
c	go or aroundination		
			1
Date	Name / Title of Authorized Official		Signature
	Rosemarie Rhodes,		Commune Ando
March 25, 2014	Director		Command of the
			, , , , , , , , , , , , , , , , , , , ,





CHARGE OF DISCRIMINATION	Charge	Presented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		FEPA	
Statement and other information before completing this form.	X	EEOC	531-2014-00419
Maryland Commissio	n on Civil Ri	ghts	and EEOC
State or local Age	ncy, if any		
Name (indicate Mr., Ms., Mrs.)		Home Phone (Incl. Area	Code) Date of Birth
Mr. Merceo Espinosa-Diaz	and 7ID Code		
Street Address City, State	and ZIP Code		
Named is the Employer, Labor Organization, Employment Agency, Apprenticesh	in Committee or S	State or Local Governme	nt Agency That I Believe
Discriminated Against Me or Others. (If more than two, list under PARTICULARS			T T T T T T T T T T T T T T T T T T T
Name		No. Employees, Members	Phone No. (Include Area Code)
MARITIME AUTOWASH, INC.		15 - 100	(443) 254-5450
	and ZIP Code		
2473 Solomons Island Road, Edgewater, MD 21037			
Name I.		No. Employees, Members	Phone No. (Include Area Code)
Name 15.		No. Employees, Members	Filone No. (moldde Area Code)
Street Address City, State	and ZIP Code		
DISCRIMINATION BASED ON (Check appropriate box(es).)		DATE(S) DISCR Earliest	IMINATION TOOK PLACE Latest
RACE COLOR SEX RELIGION X	NATIONAL ORIG		
X RETALIATION X AGE DISABILITY GENETIC INFORMATION			
OTHER (Specify) CONTINUING ACTION		CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<ol> <li>I began my employment with the above named Re</li> </ol>			
beginning of my employment I was subjected to un my younger, non Hispanic coworkers by Managen			
became the General Manager it became worse.			
hours with shorter breaks, not having proper equip			
wages.			
Furthermore, I was depied promotional opportuniti	es I trained	new vounger non	Hisnanic employees
Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.			
I also was being subjected to harassment which contempted to complain to management, I was threat			
Management used profanity while speaking to me.			
I want this charge filed with both the EEOC and the State or local Agency, if any.			
will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their		NOTARY – When necessary for State and Local Agency Requirements	
and a district of the second o		I swear or affirm that I have read the above charge and that it is true to	
I declare under penalty of perjury that the above is true and correct.		nowledge, information an	
	SIGNATURE OF C		
02.04.2014	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)		THIS DATE
02-04-2014			
Date Charging Party Signature			







### CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:	Agency(ies) Charge No(s):

FEPA **EEOC** 

531-2014-00419

and EEOC

### Maryland Commission on Civil Rights

State or local Agency, if any

This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged.

- II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.
- 111. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged.
- IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.

1	I want this charge filed with both the EEOC and the State or local Agency, if any. will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	1
	declare under penalty of perjury that the above is true and correct	_

02-04-2014

Date

Charging Party Signature

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

, ··· )				PERSON FILING CHARGE
1			1	
Director of Huma	n Resources			Jose M. Franco
MARITIME AUTO	WASH, INC.			THIS PERSON (check one or both)
2473 Solomons Is				X Claims To Be Aggrieved
Edgewater, MD 2	1037			Is Filing on Behalf of Other(s)
1			1	EEOC CHARGE NO.
L	4			531-2014-00404C
		E OF CHARGE		INATION
This is notice that a cha	arge of employment dis-	crimination has bee	n filed against v	our organization under:
	il Rights Act (Title VII)	The Equal Pa		The Americans with Disabilities Act (ADA)
The Age Discrimin	nation in Employment Act	(ADEA)	The Genetic In	formation Nondiscrimination Act (GINA)
The boxes checked below		his charge:		
No action is required	by you at this time.			
2. Please call the EEO	C Representative listed be	elow concerning the fu	rther handling of t	his charge.
documentation to the		sted below. Your resp	onse will be place	y this charge, with copies of any supporting and in the file and considered as we investigate the charge.
	ced in the file and conside			se to the EEOC Representative listed below. Your empt response to this request will make it easier to
expenditure of resou to Samantha	rces. If you would like to Watts, ADR Staff I	participate, please say Mediator, at (410	so on the enclos 2) 209-2753	of a charge without extensive investigation or ed form and respond by 08-APR-14 by the date(s) specified there.
For further inquiry on this or any inquiry you may ha	matter, please use the chave should be directed to:	arge number shown ab	ove. Your position	n statement, your response to our request for information,
	etia H. Taylor, isory Investigator			Field Office Howard St
EE	OC Representative		3rd Floor	
Telephone (4	10) 209-2231		Baltimore Fax: (410)	, MD 21201 209-2221
Enclosure(s): Co	py of Charge		,	
CIRCUMSTANCES OF ALLE	GED DISCRIMINATION			
		A National Origin	Area Consider	bility X Retaliation Genetic Information Other
	Race Color Sex Religion X National Origin Age Disa			Cther
See enclosed copy	See enclosed copy of charge of discrimination.			
Date	Name / Title of Authoriz	ed Official		Signature
March 25, 2014	Rosemarie Rhode Director	es,		Journal Frodo



Charging Party Signature

Date



EEOC Form 5 (11/09) CHARGE OF DISCRIMINATION Charge Presented To: Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act **FEPA** Statement and other information before completing this form. X **EEOC** 531-2014-00404 Maryland Commission on Civil Rights and EEOC State or local Agency, if any Name (indicate Mr., Ms., Mrs.) Date of Birth Home Phone (Incl. Area Code) Mr. Jose M. Franco Street Address City, State and ZIP Code Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.) No. Employees, Members Phone No. (Include Area Code) MARITIME AUTOWASH, INC. 15 - 100 (443) 254-5450 Street Address City, State and ZIP Code 2473 Solomons Island Road, Edgewater, MD 21037 :1:1 No. Employees, Members Phone No. (Include Area Code) Name: .50 City, State and ZIP Code Street Address DISCRIMINATION BASED ON (Check appropriate box(es).) DATE(S) DISCRIMINATION TOOK PLACE NATIONAL ORIGIN RELIGION RACE COLOR SEX 06-06-2012 07-27-2013 X RETALIATION AGE DISABILITY GENETIC INFORMATION CONTINUING ACTION THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I began my employment with the above named Respondent on June 6, 2012 as a Detailer. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became worse. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages. Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted. I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me NOTARY - When necessary for State and Local Agency Requirements I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their I swear or affirm that I have read the above charge and that it is true to I declare under penalty of perjury that the above is true and correct. the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE 02/04/2014 (month, day, year)





CHARGE OF DISCRIMINATION	Charge Presented To: Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	FEPA
Statement and other information service completing and form.	X EEOC 531-2014-00404
Maryland Commission on C	Civil Rights and EEOC
State or local Agency, if any	Y
mother fucker. This was not an uncommon occurrence. my scheduled time off and threatened with discharge. In Manager Kyle Decker, but he did not address my concer to Manager Chris Dogson, but he explained that he did r Afterwards, I attempted to speak with Mr. Decker and ow discharged.	n January 2013, I complained to General rns. On July 27, 2013, I initially complained thou have the authority to do anything.
<ol> <li>Respondent did not address my concerns nor provided r above action.</li> </ol>	me with a reasonable explanation for the
III. I believe I have been discriminated against because of n subjected to harassment, intimidation, and a hostile work assignment, discipline, promotion, wages and in retaliate violation of Title VII of the Civil Rights Act of 1964, as an	k environment, unequal terms and conditions, ed for having engaging in protected activity, in
IV. I believe that Hispanics as a class have been discriminate intimidation, hostile work environment, unequal terms and discipline, discharge, promotion, wages, and retaliation.	

I want this charge filed with both the EEOC and the State or local Agency, if any. will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their	NOTARY – When necessary for State and Local Agency Requirements		
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true the best of my knowledge, information and belief.  SIGNATURE OF COMPLAINANT		
02/04/2014 The Charging Party Signature	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)		

			PERSON FILING CHARGE
		$\neg$	
Director of Huma	n Resources		Juan A. Recinos Franco
MARITIME AUTO	WASH, INC.		THIS PERSON (check one or both)
2081 Forrest Driv			Claims To Be Aggrieved
Annapolis, MD 2	1401		Is Filing on Behalf of Other(s)
1		1	EEOC CHARCE NO
_			EEOC CHARGE NO. 531-2014-00760C
	NOTICE OF CHAR	CE OF DISCRIM	1
		ed for additional informa	
This is notice that a she			
	arge of employment discrimination ha		
X Title VII of the Civ	il Rights Act (Title VII) The Eq	ual Pay Act (EPA)	The Americans with Disabilities Act (ADA)
The Age Discrimin	nation in Employment Act (ADEA)	The Genetic In	nformation Nondiscrimination Act (GINA)
The boxes checked below	apply to our handling of this charge:		
No action is required	by you at this time.		
2. Please call the EEO	C Representative listed below concerning	the further handling of	this charge.
3. X Please provide by 2	7-APR-14 a statement of your position	on the issues covered b	by this charge, with copies of any supporting
documentation to the		ur response will be place	ed in the file and considered as we investigate the charge.
	ced in the file and considered as we inves		nse to the EEOC Representative listed below. Your ompt response to this request will make it easier to
expenditure of resou to Samantha	ion program that gives parties an opportuinces. If you would like to participate, plean Watts, ADR Staff Mediator, at to try Mediation, you must respond to any	(410) 209-2753	
For further inquiry on this i or any inquiry you may ha		own above. Your position	on statement, your response to our request for information,
	etia H. Taylor,	Baltimore	Field Office
Superv	risory Investigator		Howard St
EEC	OC Representative	3rd Floor	MD 04004
Telephone (4°	10) 209-2231	Fax: (410)	, MD 21201 209-2221
Enclosure(s): Co	py of Charge		
CIRCUMSTANCES OF ALLE	GED DISCRIMINATION		
Race Color	Sex Religion X National Origin	Age Disa	bility X Retaliation Genetic Information Other
See enclosed copy of	of charge of discrimination.		ments and a second
Date	Name / Title of Authorized Official		Signature
23.0	Tallo I Authorized Official		
March 27, 2014	Rosemarie Rhodes, Director		Commis Grades
the state of the s			- Augitalian - Landerson - Lan



EEOC Form 5 (11/09)			
CHARGE OF DISCRIMINATION	Charge	Presented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		FEPA	
	X	EEOC	531-2014-00760
Maryland Commissio		ghts	and EEOC
Name (indicate Mr., Ms., Mrs.)	noy, ii any	Home Phone (Incl. Area	Code) Date of Birth
Mr. Juan Antonio Recinos Franco		Tions Thomas (mos. stream	Sale of Birty
Street Address City, State	and ZIP Code		
Named is the Employer, Labor Organization, Employment Agency, Apprenticesh Discriminated Against Me or Others. (If more than two, list under PARTICULAR.		State or Local Governme	nt Agency That I Believe
Name , , , ,		No. Employees, Members	Phone No. (Include Area Code)
MARITIME AUTOWASH, INC.		15 - 100	(443) 254-5450
The state of the s	and ZIP Code		
2473 Solomons Island Road, Edgewater, MD 21037			
Name		No, Employees, Members	Phone No. (Include Area Code)
Street Address City, State	and ZIP Code		
DISCRIMINATION BASED ON (Check appropriate box(es).)		DATE(S) DISCR Earliest	IMINATION TOOK PLACE
RACE COLOR SEX RELIGION X	NATIONAL ORIG		12 07-27-2013
	J NETIC INFORMATION		
OTHER (Specify)			CONTINUING ACTION
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
I began my employment with the above named Re			
From the beginning of my employment I was subject employment than my younger, non Hispanic cowo			
when Kyle Decker became the General Manager i			
but not limited to working longer hours with shorte			
additional duties, and paid less wages.			
Furthermore, I was denied promotional opportuniti	es. I trained	new vounger non	Hispanic employees
on the requirements of the job and shortly after the			, nopariid dinprojece
I also was being subjected to harassment which c	reated a host	ile work environme	ent. Anytime I
attempted to complain to management, I was three			
Management used profanity while speaking to me			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their	NOTARY – When	necessary for State and Loc	al Agency Requirements
procedures.  I declare under penalty of perjury that the above is true and correct.		nowledge, information an	ve charge and that it is true to id belief.
D-D			
02-04-2014	SUBSCRIBED AN (month, day, year)	D SWORN TO BEFORE ME	THIS DATE
Date Charging Party Signature	Silvinii, day, year)		



CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act

Statement and other information before completing this form.



Charge Presented To: Agency(ies) Charge No(s):

**FEPA** 

**EEOC** 

531-2014-00760

### Maryland Commission on Civil Rights

and EEOC

State or local Agency, if any

mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged.

- Respondent did not address my concerns nor provided me with a reasonable explanation for the II. above action.
- I believe I have been discriminated against because of my national origin. Hispanic when I was III. subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged.
- IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment. discipline, discharge, promotion, wages, and retaliation.

EEOC Form 5 (11/09)

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their

I declare under penalty of perjury that the above is true and correct.

02-04-2014

Date

Charging Party Signature

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

		PER	SON FILING CHARGE
		71	
		1	0.1.1.1.5
Kyle Decker		71.11	Gabriela Espinosa
General Manage			S PERSON (check one or both)
MARITIME AUTO			Claims To Be Aggrieved
2473 Solomons			Is Filing on Behalf of Other(s)
Edgewater, MD 2	1037	1 550	DC CHARGE NO.
-co: David	Podrog, Dwner NOTICE OF CHARGE OF (See the enclosed for additions)	7   600	531-2014-00413
	NOTICE OF CHARGE OF	DISCRIMINAT	ION
	(See the enclosed for addi	tional information)	
	arge of employment discrimination has been fi		
	ril Rights Act (Title VII) The Equal Pay A		The Americans with Disabilities Act (ADA)
X This vir di the cit	The Equal Pay A	(CFA)	The Americans with disabilities Act (ADA)
The Age Discrimi	nation in Employment Act (ADEA)	he Genetic Informati	on Nondiscrimination Act (GINA)
Control of the contro	apply to our handling of this charge:		
1. No action is require	d by you at this time.		
2. Please call the EEC	C Representative listed below concerning the further	r handling of this cha	rge.
documentation to th	4-MAY-14 a statement of your position on the iss e EEOC Representative listed below. Your respons to this request will make it easier to conclude our inv	e will be placed in the	charge, with copies of any supporting a file and considered as we investigate the charge.
	<ul> <li>by to the enclosed request for information and sen ced in the file and considered as we investigate the gation.</li> </ul>		
	ion program that gives parties an opportunity to resources. If you would like to participate, please say so		
to If you DO NOT wish	to try Mediation, you must respond to any request(s	a) made above by the	date(s) specified there
	matter, please use the charge number shown above	•	
or any madary you may no	ve should be alreaded to.		
		Baltimore Field	Office
		0 South Howa	rd St
EE		ard Floor	
Telephane (4		Baltimore, MD : ax: (410) 209-2	
Enclosure(s): Co	py of Charge		
CIRCUMSTANCES OF ALLE	GED DISCRIMINATION		
Race Color	Sex Religion X National Origin Age	Disability	X Retaliation Genetic Information Other
See enclosed copy of charge of discrimination.			
Date	Name / Title of Authorized Official		Signature
			101 1
April 14, 2014	Rosemarie Rhodes, Director		Joseph Stode
Chil 14, 2014	Director		700

EEOC Form 5 (11/09)			
CHARGE OF DISCRIMINATION	Charge	Presented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy A	-	FEPA	,,g(o,.
Statement and other information before completing this form.	X	EEOC	531-2014-00413
Maryland Commi		ghts	and EEOC
	cal Agency, if any	Liana Dhana (last Assa)	Codel Date of Plat
Name (indicate Mr., Ms., Mrs.)  Ms. Gabriela Espinosa		Home Phone (Incl. Area	Code) Date of Birth
	v. State and ZIP Code		
Named is the Employer, Labor Organization, Employment Agency, Apprer	nticeship Committee, or	State or Local Governme	nt Agency That   Believe
Discriminated Against Me or Others. (If more than two, list under PARTIC			
Name		No. Employees, Members	Phone No. (Include Area Code)
MARITIME AUTOWASH, INC.	Chate and 7ID Code	15 - 100	(443) 254-5450
2473 Solomons Island Road, Edgewater, MD 2103	y, State and ZIP Code		
247 0 0010 mono fotana reada, 2 agonator, ma 2100			
Name		No. Employees, Members	Phone No. (Include Area Code)
			1.34
Street Address City	y, State and ZIP Code		0 333
			1.3
DISCRIMINATION BASED ON (Check appropriate box(es).)  RACE COLOR SEX RELIGION  X RETALIATION AGE DISABILITY  OTHER (Specify)  THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):	X NATIONAL ORIG	Earliest ON	IMINATION TOOK PLACE Latest  CONTINUING ACTION
I. I began my employment with the above name beginning of my employment I was subjected my younger, non Hispanic coworkers by Manbecame the General Manager it became more working longer hours with shorter breaks, ass Furthermore, I was denied promotional opport on the requirements of the job and shortly after	to unequal terms agement. However e difficult at work. signed additional dunities. I trained	and conditions of er, in April 2012, w Examples include luties, and paid les new younger non	employment than when Kyle Decker but not limited to ss wages.
I also was being subjected to harassment whi attempted to complain to management, I was been reprimanded for leaving at my schedule 2013, I complained to General Manager Kyle	threatened with d	lischarge and sent eatened with disch	home. I have also arge. In January
I want this charge filed with both the EEOC and the State or local Agency, if any will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with the procedures.	eir	necessary for State and Loc	
t declare under penalty of perjury that the above is true and correct.	the best of my k SIGNATURE OF (	nowledge, information ar COMPLAINANT D SWORN TO BEFORE ME	

	CHARGE OF DISCRIMINATION	Charge Presented To:	Agency(ies) Charge No(s):
	This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	FEPA	504 0044 00440
		X EEOC	531-2014-00413
	Maryland Commission on	Civil Rights	and EEOC
	State or local Agency, if a	ny	
	27, 2013, I initially complained to Manager Chris Dogso authority to do anything. Afterwards, I attempted to spe but instead I was discharged.		
H.	Respondent did not address my concerns nor provided above action.	me with a reasonable	explanation for the
III.	I believe I have been discriminated against because of subjected to harassment, intimidation, and a hostile wo assignment, discipline, promotion, wages and in retalial violation of Title VII of the Civil Rights Act of 1964, as a	rk environment, unequited for having engaging	al terms and conditions, g in protected activity, in
IV.	I believe that Hispanics as a class have been discrimination, intimidation, hostile work environment, unequal terms a discipline, discharge, promotion, wages, and retaliation	nd conditions of emplo	

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their	NOTARY – When necessary for State and Local Agency Requirements		
procedures.  I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to		
r declare under penalty of penjury that the above is true and correct.	the best of my knowledge, information and belief.  SIGNATURE OF COMPLAINANT		
x 02042014 Gharging Party Signature	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)		

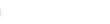
		10.00	PERSON FILING CHARGE
		_	
1		1	Saul Herrera
Director of Huma			THIS PERSON (check one or both)
MARITIME AUTO 2473 Solomons Is			X Claims To Be Aggrieved
Edgewater, MD 2			
		1	Is Filing on Behalf of Other(s)
L			EEOC CHARGE NO. 531-2014-00414C
	NOTICE OF CHAI	RGE OF DISCRIM	MINATION
This is notice that a cha	arge of employment discrimination ha	as been filed against v	your organization under:
		qual Pay Act (EPA)	The Americans with Disabilities Act (ADA)
The Age Discrimin	nation in Employment Act (ADEA)	The Genetic I	nformation Nondiscrimination Act (GINA)
The boxes checked below	apply to our handling of this charge:		
No action is required	i by you at this time.		
2. Please call the EEO	C Representative listed below concerning	g the further handling of	this charge.
documentation to the		our response will be place	by this charge, with copies of any supporting sed in the file and considered as we investigate the charge.
	ced in the file and considered as we inve		nse to the EEOC Representative listed below. Your compt response to this request will make it easier to
expenditure of resoute to Samantha	ion program that gives parties an opporturces. If you would like to participate, ple  Watts, ADR Staff Mediator, at to try Mediation, you must respond to ar	ease say so on the enclo t (410) 209-2753	
, , , , , , , , , , , , , , , , , , , ,	matter, please use the charge number sh		on statement, your response to our request for information,
or any inquiry you may ha	ve should be directed to.		
	etia H. Taylor,		Field Office
	risory Investigator	•	Howard St
	OC Representative	3rd Floor	e, MD 21201
Telephone (4'	10) 209-2231		) 209-2221
Enclosure(s): Co	py of Charge		
CIRCUMSTANCES OF ALLE	GED DISCRIMINATION		
Race Color	Sex Religion X National Origin	n Age Disa	ability X Retaliation Genetic Information Other
See enclosed copy of	of charge of discrimination.		
		A <sup>2</sup>	
Date	Name / Title of Authorized Official	-	Signature
March 25, 2014	Rosemarie Rhodes, Director		Converse Grosso
			The state of the s





CHARGE OF DISCRIMINATION	Charge	Presented To:	Agency(ies) Charge No(s):	
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		FEPA		
	X	EEOC	531-2014-00414	
Maryland Commissio		ghts	and EEOC	
State or local Age Name (indicate Mr., Ms., Mrs.)	ncy, if any	Home Phone (Incl. Area	Code) Date of Birth	
Mr. Saul Herrera				
Streat Address City, State	and ZIP Code			
	in Committee on C	Nata I I Com	- A A The A   Deliane	
Named is the Employer, Labor Organization, Employment Agency, Apprenticesh Discriminated Against Me or Others. (If more than two, list under PARTICULAR:		state of Local Governmen	nt Agency That I Believe	
Name		No. Employees, Members	Phone No. (Include Area Code)	
MARITIME AUTOWASH, INC.		15 - 100	(443) 254-5450	
Street Address City, State 2473 Solomons Island Road, Edgewater, MD 21037	and ZIP Code			
2470 Colomons Island Road, Edgewater, IIID 21001				
Name		No. Employees, Members	Phone No. (Include Area Code)	
<u> </u>				
Street Address City, State	and ZIP Code			
DISCRIMINATION BASED ON (Check appropriate box(es).)			IMINATION TOOK PLACE	
RACE COLOR SEX RELIGION X	NATIONAL ORIGI	Earliest Latest  GIN 04-01-2008 07-27-20		
	NETIC INFORMATION		V. 2. 2010	
OTHER (Specify)		CONTINUING ACTION		
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):	THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
Beginning of my employment with the above named Respectively.	espondent in A	April 2008 as a Dri	iver. From the	
my younger, non Hispanic coworkers by Managen				
became the General Manager it became worse. E				
hours with shorter breaks, not having proper equip	ment, assign	ed additional dutie	es, and paid less	
L1 543				
Furthermore, I was denied promotional opportuniti on the requirements of the job and shortly after the			Hispanic employees	
on the requirements of the job and shortly after the	ey would be p	iomoted.		
I also was being subjected to harassment which co				
attempted to complain to management, I was three Management used profanity while speaking to me.				
I want this charge filed with both the EEOC and the State or local Agency, if any.		necessary for State and Loc		
will advise the agencies if I change my address or phone number and I will copperate fully with them in the processing of my charge in accordance with their	The state of the s	, and and 200	gener, responding	
procedures.			ve charge and that it is true to	
I declare under penalty of perjury that the above is true and correct.	the best of my kr SIGNATURE OF C	nowledge, information an COMPLAINANT	d belief.	
	arinoacione			
02-04-2014 Saul Herrica	(month, day, year)	D SWORN TO BEFORE ME	THIS DATE	
Date Charging Party Signature				







#### CHARGE OF DISCRIMINATION Charge Presented To: Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act **FEPA** Statement and other information before completing this form. **EEOC** 531-2014-00414 Maryland Commission on Civil Rights and EEOC State or local Agency, if any mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged. 11. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action. III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions. assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.



I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

			BEDCON EN ING GUARGE
			PERSON FILING CHARGE
Kyle Decker			Carmelina Jeronimo
General Manage			THIS PERSON (check one or both)
MARITIME AUTO 2473 Solomons			X Claims To Be Aggrieved
Edgewater, MD 2			Claims to be Aggileved
Lagewater, MD	11007		Is Filing on Behalf of Other(s)
cc: David Podro	g, Owner	1	EEOC CHARGE NO.
_			
			531-2014-00415
	NOTICE OF CHARG (See the enclosed for	E OF DISCRIM or additional informati	
This is notice that a ch	arge of employment discrimination has b	een filed against vo	our organization under:
		Pay Act (EPA)	The Americans with Disabilities Act (ADA)
<u> </u>	The Equal	Tay Not (El M)	The Americans with Disabilities Act (ADA)
The Age Discrimi	ination in Employment Act (ADEA)	The Genetic In	formation Nondiscrimination Act (GINA)
	v apply to our handling of this charge: d by you at this time.		
	OC Representative listed below concerning the	further handling of the	nis charge.
documentation to th	I4-APR-14 a statement of your position on the EEOC Representative listed below. Your re to this request will make it easier to conclude	esponse will be place	this charge, with copies of any supporting d in the file and considered as we investigate the charge.
	ced in the file and considered as we investiga		se to the EEOC Representative listed below. Your mpt response to this request will make it easier to
expenditure of resort	urces. If you would like to participate, please	say so on the enclose	
If you <u>DO NOT</u> wish	to try Mediation, you must respond to any re-	quest(s) made above	by the date(s) specified there.
For further inquiry on this or any inquiry you may ha		above. Your position	n statement, your response to our request for information,
Ma	ria Tolentino,	Baltimore	Field Office
	nvestigator	10 South F	
EE	OC Representative	3rd Floor	ionala ot
	10) 209-2214	Baltimore, Fax: (410)	
Enclosure(s); Co	py of Charge	( /	
CIRCUMSTANCES OF ALLE	CED DISCOUNTATION		the transfer of the second sec
		J. D.	
Race Color	Sex Religion X National Origin	Age Disab	ility X Retaliation Genetic Information Other
See enclosed copy of	of charge of discrimination.		
Date	Name / Title of Authorized Official		Signature
April 14, 2014	Rosemarie Rhodes, Director		Josensu Frodoz
			· ·

EEOC Form 5 (11/09)					
CHARGE OF DISCRIMINATION  This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	Charge	Present FEPA EEOC			ies) Charge No(s):
Maryland Commissi		ghts			and EEOC
Name (Indicate Mr., Ms., Mrs.)  Ms. Carmelina Jeronimo	gency, if any	Home F	Phone (Incl. Area	Code)	Date of Birth
Street Address City, State	te and ZIP Code				
Named is the Employer, Labor Organization, Employment Agency, Apprentices Discriminated Against Me or Others. (If more than two, list under PARTICULA)		State or Lo	ocal Governme	nt Agency	y That I Believe
Name MARITIME AUTOWASH, INC.			ioyees, Members 5 - 100		No. (Include Area Code) 43) 254-5450
Street Address City, State 2473 Solomons Island Road, Edgewater, MD 21037	te and ZiP Code			TOTA APA	U.S.
Name		No. Emp	loyees, Members	Phohe N	No. (The lude Area Code)
Street Address City, State	te and ZIP Code				1 (R
other (Specify)  The Particulars are (if additional paper is needed, attach extra sheet(s)):  I. I began my employment with the above named R From the beginning of my employment I was sub employment than non Hispanic coworkers by Ma	Respondent on jected to unequal	June 4 ual terr	4, 2010 as a ms and con s include bu	Vacual ditions	of mited to
working longer hours with shorter breaks, assigned in wages, no benefits, and constantly being threat Furthermore, I was denied promotional opportunition and shortly after they were promoted. Positions of I also was being subjected to harassment which attempted to complain to management, I was threat Management used profanity while speaking to me mother fucker. This was not an uncommon occur.	ities. Non Hisp were not made created a hosti eatened with d e. They used	charge panic e availa ile work ischarg words	mployees was to Hispania was environment of the service and sent such as fuch	vere hir anics. ent. Ar home. k you a	red, trained  nytime I and called me
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their	NOTARY - When	necessary	for State and Loc	al Agency	Requirements
I declare under penalty of perjury that the above is true and correct.	I swear or affirm the best of my ki SIGNATURE OF C	nowledge	, information an		e and that it is true to
04/02/14 - Eurusto	SUBSCRIBED AN (month, day, year)		I TO BEFORE ME	THIS DAT	те

Charging Party Signature

#### Charge Presented To: CHARGE OF DISCRIMINATION Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act FEPA Statement and other information before completing this form. X EEOC 531-2014-00415 Maryland Commission on Civil Rights and EEOC State or local Agency, if any my scheduled time off and threatened with discharge. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged. 11. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action. III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions. assignment, benefits, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged. IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment,

benefits, discipline, discharge, promotion, wages, and retaliation.

will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their	HOTACT - With necessary for date and Econi Against Mediumenta
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.  SIGNATURE OF COMPLAINANT
04/02/14 Junior Charging Party Signature	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

		1	
		PE	RSON FILING CHARGE
		I	
Kyle Decker			Juan C. Espinosa
General Manager		TU	IS PERSON (check one or both)
MARITIME AUTO	WASH, INC.	1 '2	15 PERSON (check one or both)
2473 Solomons Is		1.1	X Claims To Be Aggrieved
Edgewater, MD 2		1 5	=
Lagowater, mb 2	1007	1.1	is Filing on Behalf of Other(s)
L say David Badra	a Owner	1   5	OCCUADOS NO
cc: David Podro	g, Owner	1   ==	OC CHARGE NO.
_			
			531-2014-00420
	NOTICE OF CHARG		TION
	(See the enclosed	for additional information)	
This is notice that a cha	arge of employment discrimination has l	neen filed against your o	rganization under:
			7
X Title VII of the Civ	il Rights Act (Title VII) The Equa	I Pay Act (EPA)	The Americans with Disabilities Act (ADA)
The Age Discrimin	nation in Employment Act (ADEA)	The Genetic Informa	ation Nondiscrimination Act (GINA)
The boxes checked below	apply to our handling of this charge:		
1. No action is required	by you at this time.		
2. Please call the EEO	C Representative listed below concerning th	e further handling of this ch	parge.
3. X Please provide by 1	A MAY 44		
documentation to the	4-MAY-14 a statement of your position or e EEOC Representative listed below. Your to this request will make it easier to conclude	response will be placed in t	he file and considered as we investigate the charge.
4 Description of fully	by to the analoged request for information	and annot your roomanne to	the EEOC Benracestative listed below. Your
	ced in the file and considered as we investig		the EEOC Representative listed below. Your esponse to this request will make it easier to
5. FEOC has a Mediati			
	on program that gives parties an opportunity		
	irces. If you would like to participate, please	say so on the enclosed for	m and respond by
to			
If you <u>DO NOT</u> wish	to try Mediation, you must respond to any re	equest(s) made above by the	ne date(s) specified there.
For further inquiry on this r or any inquiry you may hav		above. Your position state	ement, your response to our request for information,
Ma	ria Tolentino,	Baltimore Fiel	d Office
I	nvestigator	10 South How	
	200		aid St
EEC	OC Representative	3rd Floor	
Telephone (41	10) 209-2214	Baltimore, MD	
(4)	10, 200 2214	Fax: (410) 209	-2221
Enclosure(s): Co	by of Charge		
Eliciosare(s).	by of Charge		
CIRCUMSTANCES OF ALLE	GED DISCRIMINATION		
Race Color	Sex Religion X National Origin	Age Disability	X Retaliation Genetic Information Other
See enclosed convic	of charge of discrimination.		
coo onorocou copy o	onarge or alcommunation.		
			9
			61
Data	Name / Title of Authorized Official		I silver for A
Date	Name / Title of Authorized Official		Signaturgenales (Hando
	Pacamaria Phadas		Tyme
April 14 2014	Rosemarie Rhodes,		/
April 14, 2014	Director		



#### EEOC Form 5 (11/09) CHARGE OF DISCRIMINATION Charge Presented To: Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act **FEPA** Statement and other information before completing this form. **EEOC** 531-2014-00420 Maryland Commission on Civil Rights and EEOC State or local Agency, if any Name (indicate Mr., Ms., Mrs.) Home Phone (Incl. Area Code) Date of Birth Mr. Juan C. Espinosa Street Address City, State and ZIP Code Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.) No. Employees, Members Phone No. (Include Area Code) 15 - 100 MARITIME AUTOWASH, INC. (443) 254-5450 City, State and ZIP Code Street Address 2473 Solomons Island Road, Edgewater, MD 21037 Name Phone No. (Include Area Code) City. State and ZIP Code Street Address DATE(S) DISCRIMINATION DISCRIMINATION BASED ON (Check appropriate box(es).) **Fadlest** COLOR RELIGION NATIONAL ORIGIN 07-27-2013 RACE 06-01-2008 AGE DISABILITY GENETIC INFORMATION X RETALIATION CONTINUING ACTION OTHER (Specify) THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I began my employment with the above named Respondent in June 2008 as a Vacuum Cleaner. From the beginning of my employment I was subjected to unequal terms and conditions of employment than non Hispanic coworkers by Management. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, paid less, provided no increase in wages, no benefits, and constantly being threatened with discharge. Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted. I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me NOTARY - When necessary for State and Local Agency Requirements I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their I swear or affirm that I have read the above charge and that it is true to I declare under penalty of perjury that the above is true and correct. the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

Charging Party Signature

EEOC Form			
	CHARGE OF DISCRIMINATION	Charge Presented To:	Agency(ies) Charge No(s):
	This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	X EEOC	531-2014-00420
	Maryland Commission		and EEOC
	State or local Age	ency, if any	
	mother fucker. This was not an uncommon occur my scheduled time off and threatened with discha Manager Chris Dogson, but he explained that he Afterwards, I attempted to speak with Mr. Decker discharged.	arge. On July 27, 2013, I initial did not have the authority to	ally complained to do anything.
11.	Respondent did not address my concerns nor pro above action.	ovided me with a reasonable	explanation for the
III.	I believe I have been discriminated against becausubjected to harassment, intimidation, and a host assignment, benefits, discipline, promotion, wage activity, in violation of Title VII of the Civil Rights A	tile work environment, uneques and in retaliated for having	al terms and conditions, engaging in protected
IV.	I believe that Hispanics as a class have been disc intimidation, hostile work environment, unequal to benefits, discipline, discharge, promotion, wages,	erms and conditions of emplo	

will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their	The tract - When had a state and a state regulary requirements
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.  SIGNATURE OF COMPLAINANT
404/02/14 The Charging Party Signature	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

F *		_	PERSON FILING CHARGE
1		1	0-1-5-1-5-8-4
Director of Huma	n Resources		Godofredo F. Platero
MARITIME AUTO			THIS PERSON (check one or both)
2473 Solomons Is Edgewater, MD 2			X Claims To Be Aggrieved
Lugewater, MD 2	1037		is Filing on Behalf of Other(s)
L			EEOC CHARGE NO.
			531-2014-00407C
		RGE OF DISCRING sed for additional information	
This is notice that a cha	irge of employment discrimination h	as been filed against y	our organization under:
X Title VII of the Civ	il Rights Act (Title VII)	qual Pay Act (EPA)	The Americans with Disabilities Act (ADA)
The Age Discrimin	nation in Employment Act (ADEA)	The Genetic In	formation Nondiscrimination Act (GINA)
	apply to our handling of this charge:		
No action is required	by you at this time.		
2. Please call the EEO	C Representative listed below concerning	g the further handling of t	his charge.
documentation to the		our response will be place	by this charge, with copies of any supporting and in the file and considered as we investigate the charge.
	ced in the file and considered as we inve		se to the EEOC Representative listed below. Your compt response to this request will make it easier to
expenditure of resou to Samantha	ion program that gives parties an opport irces. If you would like to participate, ple a Watts, ADR Staff Mediator, a to try Mediation, you must respond to ar	ease say so on the enclos t (410) 209-2753	
	matter, please use the charge number sh		on statement, your response to our request for information,
	sa C. Jones, nvestigator		Field Office
		_ 10 South I 3rd Floor	Howard St
	DC Representative		, MD 21201
Telephone (4*	10) 209-2721	Fax: (410)	
Enclosure(s): Co	py of Charge		
CIRCUMSTANCES OF ALLE	GED DISCRIMINATION		Water Committee
Race Color	Sex Religion X National Origi	n Age Disa	bility X Retaliation Genetic Information Other
San analogad conv	of charge of discrimination.		
See enclosed copy (	or charge of discrimination.		
Date	Name / Title of Authorized Official		Signature
and the second	Rosemarie Rhodes,		Joseph Lodo
March 25, 2014	Director		7 40 2







EEOC Form 5 (11/09) CHARGE OF DISCRIMINATION Charge Presented To: Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act **FEPA** Statement and other information before completing this form. 531-2014-00407 **EEOC** Maryland Commission on Civil Rights and EEOC State or local Agency, if any Name (indicate Mr., Ms., Mrs.) Home Phone (Incl. Area Code) Date of Birth Mr. Godofredo F. Platero Street Address City, State and ZIP Code Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.) No. Employees, Members Phone No. (Include Area Code) MARITIME AUTOWASH, INC. 15 - 100 (443) 254-5450 City, State and ZIP Code Street Address 2473 Solomons Island Road, Edgewater, MD 21037 No. Employees, Members Phone No. (Include Area Code) Street Address City, State and ZIP Code DISCRIMINATION BASED ON (Check appropriate box(es).) DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest COLOR SEX RELIGION NATIONAL ORIGIN 12-11-2007 07-26-2013 RACE X RETALIATION AGE DISABILITY GENETIC INFORMATION OTHER (Specify) CONTINUING ACTION THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I began my employment with the above named Respondent on December 11, 2007 as a Driver. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became worse. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages. Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted. I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me NOTARY - When necessary for State and Local Agency Requirements I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their I swear or affirm that I have read the above charge and that it is true to I declare under penalty of perjury that the above is true and correct. the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE Feb 04, 2014 (month, day, year) Date Charging Party Signature



#### CHARGE OF DISCRIMINATION Charge Presented To: Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act **FEPA** Statement and other information before completing this form. X **EEOC** 531-2014-00407 Maryland Commission on Civil Rights and EEOC State or local Agency, if any mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged. II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action. III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions. assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged. I believe that Hispanics as a class have been discriminated against with respect to harassment, IV. intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Feb 04, 2014

Date

Charging Party Signature

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

			PERSON FILING CHARGE
, ,		I,	Auda A Carrana Callina
Director of Human	n Resources		Luis A. Serrano-Guillen
MARITIME AUTO	WASH, INC.		THIS PERSON (check one or both)
2473 Solomons Is			X Claims To Be Aggrieved
Edgewater, MD 21	1037		Is Filing on Behalf of Other(s)
1		1	EEOC CHARGE NO.
L-			531-2014-00408C
		HARGE OF DISCRII	MINATION
This is notice that a cha	rge of employment discrimination	on has been filed against	your organization under
		he Equal Pay Act (EPA)	The Americans with Disabilities Act (ADA)
The Age Discrimin	ation in Employment Act (ADEA)	The Genetic	information Nondiscrimination Act (GINA)
The boxes checked below	apply to our handling of this charge	:	
No action is required	by you at this time.		
2. Please call the EEOC	Representative listed below conce	erning the further handling of	this charge.
documentation to the		. Your response will be place	by this charge, with copies of any supporting ed in the file and considered as we investigate the charge.
	ed in the file and considered as we		nse to the EEOC Representative listed below. Your compt response to this request will make it easier to
expenditure of resourto Samantha	rces. If you would like to participate Watts, ADR Staff Mediato	e, please say so on the enclo er, at (410) 209-2753	
,	to try Mediation, you must respond		
For further inquiry on this n or any inquiry you may hav		er showп above. Your positi	on statement, your response to our request for information,
	sa C. Jones, nvestigator		Field Office
-	OC Representative	3rd Floor	Howard St
			e, MD 21201
Telephone (41	0) 209-2721		) 209-2221
Enclosure(s): Cop	by of Charge		
CIRCUMSTANCES OF ALLEC	GED DISCRIMINATION		
Race Color	Sex Religion X National	Origin Age Dis	ability X Retaliation Genetic Information Other
See enclosed copy of	f charge of discrimination	on.	
Date	Name / Title of Authorized Official		Signature
March 25, 2014	Rosemarie Rhodes, Director	(	Josephan Grode

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Л			в		ĸ
-00					и

CHARGE OF DISCRIMINATION	Charge Presen	ted To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	FEPA		
Statement and outer information before completing this form.	X EEOC		531-2014-00408
Maryland Commissio			and EEOC
State or local Age Name (indicate Mr., Ms., Mrs.)		Phone (Incl. Area	Code) Date of Birth
Mr. Luis A. Serrano-Guillen	Tione	none (moi. Area	Date of Birti
	and ZIP Code		
Named is the Employer, Labor Organization, Employment Agency, Apprenticesh Discriminated Against Me or Others. (If more than two, list under PARTICULARS	ip Committee, or State or L S below.)	ocal Governme	nt Agency That I Believe
Name		oloyees, Members	Phone No. (Include Area Code)
MARITIME AUTOWASH, INC.		5 - 100	(443) 254-5450
	and ZIP Code		
2473 Solomons Island Road, Edgewater, MD 21037			
, p			
Name white	No. Emp	oloyees, Members	Phone No. (Include Area Code)
Street Address City State	and ZIP Code		
Street Address City, State	and ZIF Gode		
DISCRIMINATION BASED ON (Check appropriate box(es).)			IMINATION TOOK PLACE
RACE COLOR SEX RELIGION X	NATIONAL ORIGIN	Earliest 05-01-20	Latest 07-27-2014
	NETIC INFORMATION	00-01-20	07-27-2014
OTHER (Specify)	NETIC INFORMATION		CONTINUING ACTION
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
I began my employment with the above named Re	espondent in May 20	12 as Vacu	um Cleaner. From
the beginning of my employment I was subjected t			
than my younger, non Hispanic coworkers by Man			
Decker became the General Manager it became was longer hours with shorter breaks, not having prope			
less wages.	or equipment, assign	ica addition	iai datics, and paid
Furthermore, I was denied promotional opportuniti			Hispanic employees
on the requirements of the job and shortly after the	ey would be promoti	ea.	
I also was being subjected to harassment which co	reated a hostile wor	k environme	ent. Anytime I
attempted to complain to management, I was three			
Management used profanity while speaking to me.	. They used words	such as fuc	k you and called me
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will	NOTARY - When necessary	for State and Loc	al Agency Requirements
cooperate fully with them in the processing of my charge in accordance with their			
procedures.  I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I ha the best of my knowledge SIGNATURE OF COMPLAIN	e, information an	ve charge and that it is true to ad belief.
Fab 02/2014 11/1/1/1/1	SUBSCRIBED AND SWORM	TO BEFORE ME	THIS DATE
Feb 08/ 2014 / Luft Signature	(month, day, year)		
Charging Party Signature			

#### CHARGE OF DISCRIMINATION Charge Presented To: Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act **FEPA** Statement and other information before completing this form. X EEOC 531-2014-00408 Maryland Commission on Civil Rights and EEOC State or local Agency, if any mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged. Respondent did not address my concerns nor provided me with a reasonable explanation for the 11. above action. I believe I have been discriminated against because of my national origin, Hispanic when I was III. subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions. assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged. IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment,

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their

I declare under penalty of perjury that the above is true and correct.

Feb 03, 2014

date

Charging Party Signature

discipline, discharge, promotion, wages, and retaliation.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

			PERSON FILING CHARGE
		$\neg$	
1		1	Santas Villasarta
			Santos Villacorta
Director of Huma			THIS PERSON (check one or both)  X Claims To Be Aggrieved
MARITIME AUTO			Claims To Be Aggrieved
2473 Solomons Is Edgewater, MD 2			Is Filing on Behalf of Other(s)
		1	EEOC CHARGE NO.
		_	531-2014-00406C
	NOTICE OF CHAR (See the enclosed	GE OF DISCRIM d for additional informat	
This is notice that a cha	irge of employment discrimination has	been filed against y	our organization under:
		ual Pay Act (EPA)	The Americans with Disabilities Act (ADA)
The Age Discrimin	nation in Employment Act (ADEA)	The Genetic In	nformation Nondiscrimination Act (GINA)
The boxes checked below	apply to our handling of this charge:		
No action is required	by you at this time.		
2. Please call the EEO	C Representative listed below concerning	the further handling of t	this charge.
documentation to the	5-APR-14 a statement of your position of EEOC Representative listed below. You to this request will make it easier to conclude	r response will be place	by this charge, with copies of any supporting and in the file and considered as we investigate the charge.
	ced in the file and considered as we investi		ise to the EEOC Representative listed below. Your ompt response to this request will make it easier to
expenditure of resou to Samantha	on program that gives parties an opportun rces. If you would like to participate, pleas Watts, ADR Staff Mediator, at to try Mediation, you must respond to any	se say so on the enclos (410) 209-2753	
For further inquiry on this r or any inquiry you may hav		wn above. Your positio	on statement, your response to our request for information,
	etia H. Taylor, isory Investigator		Field Office Howard St
EEC	OC Representative	3rd Floor	
Telephone (41	10) 209-2231	Baltimore, Fax: (410)	, MD 21201 209-2221
Enclosure(s): Cop	by of Charge		
CIRCUMSTANCES OF ALLEG	GED DISCRIMINATION		
Race Color	Sex Religion X National Origin	Age Disa	bility X Retaliation Genetic Information Other
See enclosed copy of	of charge of discrimination.	=	
			0.01
Date	Name / Title of Authorized Official		Signature 22:0 291000
March 25, 2014	Rosemarie Rhodes, Director		/





2200.131110.7.1101			
CHARGE OF DISCRIMINATION	Charge	Presented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		FEPA	
Statement and other information before completing this form.	X	EEOC	531-2014-00406
Maryland Commission	on on Civil Ri	ghts	and EEOC
State or local Age			
Name (indicate Mr., Ms., Mrs.)		Home Phone (Incl. Area	Code) Date of Birth
Mr. Santos Villacorta			
Street Address City, State	e and ZIP Code		
Named is the Employer, Labor Organization, Employment Agency, Apprenticesh Discriminated Against Me or Others. (If more than two, list under PARTICULAR	nip Committee, or S	tate or Local Governmen	nt Agency That I Believe
Name	is below.)	No. Employees, Members	Phone No. (Include Area Code
MARITIME AUTOWASH, INC.		15 - 100	(443) 254-5450
	and ZIP Code		(1.10) = 0.100
2473 Solomons Island Road, Edgewater, MD 21037			14
ETT O DOTOTIONS ISland Road, Edgewater, ind 21007			
Name		No. Employees, Members	Phone No. (Include Area Code)
			, , , , , , , , , , , , , , , , , , , ,
Street Address City, State	and ZIP Code		
offeet Address Oily, State	and ZIP Gode		
2.4			
DISCRIMINATION BASED ON (Check appropriate box(es).)		DATE(S) DISCE	IMINATION TOOK PLACE
DISCRIMINATION BASED ON CONCERN Appropriate BOX (63).7		Earliest	Latest
RACE COLOR SEX RELIGION X	NATIONAL ORIGI	N 08-01-20	10 07-27-2013
X RETALIATION X AGE DISABILITY GE	ENETIC INFORMATIO	N	
OTHER (Specify)			CONTINUING ACTION
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<ol> <li>I began my employment with the above named Re</li> </ol>	espondent in A	August 2010 as a	Vacuum Cleaner.
From the beginning of my employment I was subjection	ected to unequ	ual terms and con-	ditions of
employment than my younger, non Hispanic cowo			
when Kyle Decker became the General Manager			
to working longer hours with shorter breaks, not he	aving proper e	equipment, assign	ed additional duties,
and paid less wages.			
Furthermore, I was denied promotional opportunit	ies. I trained i	new vounger non	Hispanic employees
on the requirements of the job and shortly after the			paine empley
I also was being subjected to harassment which c			
attempted to complain to management, I was thre			
2013, I complained to Office Manager Cail (LNU),	but he told me	e he couldn't spea	k to me and Mr.
want this charge filed with both the EEOC and the State or local Agency, if any.	NOTARY - When I	ecessary for State and Loca	al Agency Requirements
will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their			
procedures	I swear or affirm	that I have read the above	ve charge and that it is true to
declare under penalty of perjury that the above is true and correct.	the best of my kr	owledge, information an	
02-04-2014	SIGNATURE OF C	OMPLAINANT	
02-04-2014 Santos ALEXADEL VILLACOLTA GUZMAN			
Santos ALEXADET VINACOLTA GUAMAN	SUBSCRIBED AND (month, day, year)	SWORN TO BEFORE ME	THIS DATE
	, say, year)		
Date Charging Party Signature	l.		

IV.

#### EEOC Form 5 (11/09) Charge Presented To: CHARGE OF DISCRIMINATION Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act FEPA Statement and other information before completing this form. EEOC X 531-2014-00406 Maryland Commission on Civil Rights and EEOC State or local Agency, if any Wooldridge wouldn't listen to me. On July 26, 2013, Mr. Alexander Moore used profanity while speaking to me. He said fuck you and called me mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. On July 27, 2013, I attempted to complain to Mr. Decker, but instead I was discharged. Respondent did not address my concerns nor provided me with a reasonable explanation for the 11. above action. I believe I have been discriminated against because of my national origin, Hispanic when I was 111. subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged

I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment,

NOTARY - When necessary for State and Local Agency Requirements I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their I swear or affirm that I have read the above charge and that it is true to I declare under penalty of perjury that the above is true and correct. the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT ALEXANDEL VILLECTER GUEMO-11

Charging Party Signature

discipline, discharge, promotion, wages, and retaliation.

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month. day, year)